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Procedia - Social and Behavioral Sciences 127 (2014) 650 – 654

Procedia
Social and Behavioral Sciences

PSIWORLD 2013

Job relocation prediction

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Abstract

The overall objective of this research is to highlight the predictive power of demographic characteristics (age, gender, marital status, the subject has / does not have children, level of education) and of the individual ones (job satisfaction, commitment to task) on the individual decision to accept or refuse a job in another town. Our results indicate that age, gender, marital status and whether subjects have children or not are significant predictors for the decision to accept job relocation. In contrast, the education level, job satisfaction, opportunity for personal development and spiritual perception of labour and the sense of initiatives do not have predictive power on the job relocation decision.

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Selection and peer-review under responsibility of Romanian Society of Applied Experimental Psychology.

Keywords: job relocation, prediction, demographic factors.

1. Introduction

There is a strong connection between the geographical aspects of the job and the relocation decision. In studies comparing cities such as Chicago, Los Angeles or San Francisco, researchers have shown that low density and the ease / difficulty in accessing the transport means lead individuals to use their own cars or to buy a car (Holtzclaw, Clear, Dittmar, Goldstein, & Haas, 2002). It can be concluded that opportunities for transit and congestion in the area are factors that have a significant effect on individuals when they are facing the decision on the relocation.

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2. Premises

Several researches in the United States studied the work-related journey duration. Levinson and Wu stated that the ability to travel on motorways or by high-speed trains increases the possibility to accept jobs that are in another city than the home city (Levinson, & Wu, 2005). If relocation does not involve changing the time spent from home to the workplace, even if the distance changes, then the two alternatives are equivalent.

The change of residence from one city to another is more difficult for a couple than for a single person. Moreover, if the company promotes family values, people tend to reject a job offer in another city, in order to continue to receive the family support. Also, beyond the home and family, many questions about the relocation must be addressed at the organization level. Companies are increasingly aware of the impact their location has on the current and future workforce (Kenyon, Lyons, & Rafferty, 2002). Specifically, companies located in metropolitan areas will have workforce located in specific areas; companies located in non-metropolitan areas will have more diverse workforce residing in areas adjacent to small towns or rural areas.

Young people with higher education are more willing to accept the change of domicile to get a job, especially if it corresponds with their studies and specialization. Also, an advanced level of study may lead to an easier procurement of a job (Becker, 1981).

García-Montalvo, Palafox, Peiró, and Prieto recalled that the change of residence is more difficult for young couples than for single people, especially if the family values are a priority (García-Montalvo, Palafox, Peiró, & Prieto, 1997). Some models studying the relocation concentrate also on the degree of fit between the person and the environment. This concept suggests that people seek an environment the resources of which match their particular needs. When the family enjoys a good rapport with the environment, the quality of their life will be higher, they will stay longer at the same job or will stay longer in the same house and, overall, their effectiveness will be higher. The concept suggests that couples will actually try to live among those who are like them or among those with complementary characteristics.

Jobs that match their specialization, those that offer learning opportunities, challenges or individual tasks require a strong internal motivation and especially meaningful social contacts. For example, personal development often takes place through the interaction with other members of the organization (mentoring, training, teamwork, etc.), challenging tasks involve the interaction with other people and teamwork, while working autonomously involves the direct interaction with customers. Therefore, such situations can stimulate the individual to accept a job with such features, even if it is in another city (Dyer & Parker, 1975).

3. Objectives

The overall objective of this research is to highlight the predictive power of demographic characteristics (age, gender, marital status, the subject has / does not have children, level of education) and of the individual ones (job satisfaction, commitment to task) on the individual decision to accept or refuse a job in another town.

4. Hypothesis

Based on the objectives mentioned above, we have launched the following assumptions: a series of demographic characteristics (age, gender, marital status, the subject has / does not have children, education level) have a significant predictive power over the decision to accept relocation; a number of personal characteristics (job satisfaction, positive perceptions of the labour market, the desire for personal development, the sense of initiative) have a significant predictive power over the decision to accept relocation.

5. Variables

We used as the dependent variable the decision on relocation. As independent variables we used the demographic characteristics (age, gender, marital status, the subject has / does not have children, the level of education) and the personal characteristics (job satisfaction, commitment to task, perception of the labour market, the desire for personal development and the sense of initiative).

6. Subjects

The research was conducted on a sample of 92 subjects aged between 35 and 55 years. Regarding the gender distribution of subjects, the group includes 55 men and 37 women. It should be noted that in terms of education level, 27 subjects have a secondary education diploma, 54 have higher studies and 11 have post-graduate studies; in terms of marital status, 36 subjects are not married, and 56 are married; 41 subjects do not have children, and 51 subjects have children.

7. Research instruments

The “job satisfaction” questionnaire includes 32 items, and responses are scored on a scale from 1 (strongly disagree) to 5 (totally agree). Examples of items “I love what I do at work,” “At my workplace there is little chance of promotion.”

In order to investigate the subjects' sense of initiative, we have built a scale with nine items where we focused on how an individual can engage in a task, if he/she has the courage to act in moments when others avoid doing the task in question, if he/she helps their colleagues or he/she prefers to wait and take action when there is no risk. Examples of items “I like to act whenever others do not,” “I usually do more than asked.” The cronbach alpha index is 0.85 (liminf95% = 0.75; limsup95% = 0.91).

To assess the perceptions of labour market, we have built a scale with eight items in which we focused on how the individual sees the possible access to a job, if he/she considers that the economic environment allows employers to create jobs or if the pay level of persons engaged in work is a satisfactory one. Examples of items “The economic environment encourages job creation,” “In general, there is the job safety.” The cronbach alpha index is 0.82 (liminf95% = 0.70; limsup95 = 0.90%).

To assess the presence of career development opportunities, we have built a scale with eight items where we focused on whether the company offers employees the opportunity to participate in training or not, whether the duties involving the employee stimulate the same to additionally document himself/herself or whether the job duties occupy so much of his/her time that he/she does not have time to handle his/her own personal development. Examples of items “The organization carries out trainings for skills development”, “The Company organizes events for recreation.” The cronbach alpha index is 0.80 (liminf95% = 0.67; limsup95 = 0.89%).

8. Results interpretation

For the sense of initiative scale, we obtained an average of 19.93 (liminf95% = 19.31; limsup95% = 2.55), SD = 3.04.

For the perception of work scale, we obtained an average of 20.30 (liminf95% = 19.67; limsup95% = 20.93) SD = 3.10.

For the scale of assessment of the development opportunities offered by the company, we obtained an average of 17.35 (liminf95% = 16.72; limsup95% = 17.98), SD = 3.10.

For the job satisfaction scale, we obtained an average of 98.75 (liminf95% = 97.02; limsup95% = 100.48), SD = 8.47.

In the first assumption, we will make a prediction on the decision to accept relocation by a block of five independent variables - age, gender, marital status, the subject has / does not have children and the education level.

The pattern matching indices are $C_{\text{Coke \& Snell}} = 0.67$, $C_{\text{Nagelkerke}} = 0.71$ respectively, and these scores allow us to validate the following results. The bio-nominal logistic regression analysis results indicated the following predictors as significant in the relation with the relocation decision:

- The gender of the subject (odds ratio 8.7; 95% CI 4.1-26.9).
- The age of the subject (odds ratio 5.2; 95% CI 2.7-14.4).
- The subject has/does not have children (odds ratio 5.0; 95% CI 2.1-11.3).
- The marital status of the subject (odds ratio 6.1; 95% CI 3.9-18.6).
- The education level variable was not a significant and strong predictor in relation to the relocation decision.

We can conclude that gender, age, the presence of children in the family and the marital status all have a significant predictive power on the decision to accept the relocation of the workplace, while the education level has no predictive power over that decision.

In the second step, we made the prediction on the decision to accept the relocation depending on the personal characteristics. This prediction model consists of four categories of variables - job satisfaction, positive perceptions of the labour market, the desire for personal development, the sense of initiative.

The variables included in the block are not statistically significant ($p < 0.05$).

Table – Statistical significance of predictors

Variable	Statistically significance
The sense of initiative	$p = 0,995$ (not significant)
The perception of the labour market	$p = 0,989$ (not significant)
The personal development	$p = 0,996$ (not significant)
The job satisfaction	$p = 0,747$ (not significant)

The global test of significance of the prediction model is insignificant ($p = 0.919$), and the variables are not significant predictors in relation to the relocation decision.

9. Conclusions

The workplace relocation decision is very difficult not only due to the fact that any change involves a degree of risk-taking, but also that due to the fact that the factors entering such an equation are many. In this research, we tried to analyze a number of variables that could play an important role in the relocation of jobs.

We have noticed that age, gender, marital status and whether the subjects have children or not are significant predictors for the decision to accept the job relocation. In contrast, the education level, job satisfaction, opportunity for personal development and spiritual perception of labour and the sense of initiatives do not have predictive power on the job relocation decision.

10. Further directions

The complex recruitment and specialized application may determine the company to offer an employee the same job, but in another city or country, with compensation for relocation. Changing the city and keeping the job can mean either moving from province to capital, or vice versa, which can be considered more difficult.

It is important that the following studies take into account other factors that could have an important role in the relocation decision. Thus, it would be interesting to take into account the characteristics of the job offered, the difference between the current wage and the salary offered, the employment opportunities for the spouse or intimate partner or the area where the relocation takes place.

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